

1 not required. In order to qualify for the urban education license, a teacher shall provide evidence of meeting the
2 following competencies:

- 3 1. The ability to promote and ensure academic success for all learners.
- 4 2. The ability to create and teach a rigorous academic, integrated, and multicultural curriculum including
5 thematic units to meet the needs of diverse learners.
- 6 3. The ability to function as an effective teacher in an urban school.
- 7 4. The ability to organize and manage a positive learning environment.
- 8 5. The ability to work as an effective member of a teaching team utilizing community-based learning and
9 hand-on projects.
- 10 6. The ability to communicate effectively and collaborate with all stakeholders, including parents,
11 guardians, and caregivers as equal partners in the learning enterprise.
- 12 7. The ability to use modern technologies and information systems effectively to enhance learning.
- 13 8. The ability to adhere to a professional code of conduct as an urban teacher.
- 14 9. The ability to engage in a system of growth and inquiry derived from a continual evaluation of learners'
15 progress.

16 (b) The urban education license recognizes the holder as competent in the abilities listed in par. (a) and
17 authorizes the holder to practice these competencies as a teacher in an urban school.

18 (c) Evidence of successfully meeting the competencies in par. (a) may be verified by one of the following:

- 19 1. A Wisconsin approved program.
- 20 2. A school district in a city of the first class.
- 21 3. An independent agency recognized by the state superintendent.

22 (d) Successful completion of the requirements for the urban teacher license shall meet the license renewal
23 requirements under s. PI 3.18 (2) (e).

24 (8) VOCATIONAL EDUCATION. Any person who has a specific assignment to teach an advanced level
25 occupational skills course in grades 9 through 12 shall hold a vocational license under this section. A regular
26 license to teach a vocational subject listed under par. (c) may be issued to an applicant who meets all of the
27 following requirements:

28 (a) Demonstrates competency in principles, issues or philosophy of vocational education and a course in
29 organization and administration of cooperative education programs.

30 (b) Demonstrates related occupational experience preceding application for the license. The number of
31 required hours of occupational experience for each vocational license is specified in par. (c), and the requirement
32 shall be met in one of the following ways:

- 33 1. Paid occupational experience in related occupations.

1 2. Paid occupational experience in related occupations for at least 60% of the required clock hours, and up to
2 40% in either or a combination of the following:

3 a. Graduate credits in technical subjects specifically related to the vocational subject for which the license is
4 being sought. One semester credit equals 95 clock hours of occupational experience.

5 b. Attendance at workshops specifically related to the vocational subject for which the license is being sought.
6 One clock hour of workshop experience may equal up to 3 hours of occupational experience. Approval of the state
7 superintendent shall be obtained prior to attendance at the workshop.

8 c. Department approved occupational internships completed for college or university credit. One hour of paid
9 occupational internship equals 3 hours of paid occupational experience.

10 (c) Meets requirements for the specific vocational license, as follows:

11 1. Business education related occupations. The applicant shall have completed a comprehensive major in
12 business education, shall hold a business education license and shall have completed 2,000 clock hours of related
13 occupational experience.

14 2. Marketing education. A marketing education license is required to teach marketing education and marketing
15 related courses such as sales, merchandising, retailing, promotion, management, entrepreneurship, enterprise,
16 advertising, distributive and marketing cooperative education. The applicant shall have completed an approved
17 program with a comprehensive major in marketing education and 4,000 clock hours of related occupational
18 experience.

19 3. Family and consumer education related occupations. For the family and consumer education related
20 occupations license, the applicant shall have completed a comprehensive family and consumer education major,
21 hold a family and consumer education license and shall have completed 2,000 hours of related occupational
22 experience of which 1,000 hours shall be in the specific area in which the license will be sought.

23 4. Technology related occupations. For the technology related occupations license, the applicant shall have
24 completed a comprehensive technology education major, hold a technology education license, and shall have
25 completed 2,000 hours of related occupational experience of which 1,000 hours shall be in the specific area in
26 which the license will be sought.

27
28 **SUBCHAPTER XI - ADDITIONAL LICENSES**

29 **PI 3.34 Additional licenses.** Licenses issued in the following categories do not require completion of an
30 approved program or institutional endorsement from a college or university for issuance.

31 (1) **CHARTER SCHOOL INSTRUCTIONAL STAFF LICENSE.** (a) A charter school instructional staff
32 license may be issued to an individual who holds a valid license issued by the department and shall have the same

1 renewal interval as the existing license. A license issued under this subsection authorizes the holder to perform any
2 instructional duty in a charter school established under s. 118.40, Stats.

3 2. The district administrator or a designated official of the employing school district may request that a
4 license be issued under this subsection on behalf of the individual receiving the license.

5 (2) CHARTER SCHOOL INSTRUCTIONAL STAFF PERMIT. (a) An individual who does not hold a
6 current license or permit issued by the department to teach in a specific category or developmental level or does not
7 hold a charter school instructional staff license under sub. (1) may be employed as a member of the instructional
8 staff in a charter school if he or she obtains a charter school instructional staff permit from the department. A 1-
9 year permit under this subsection may be issued if all of the following apply:

10 1. A district administrator or designated official of the employing school district requests the permit
11 following a search for a qualified, licensed individual.

12 2. The individual receiving the permit has a bachelor's degree in the subject that he or she is assigned to
13 teach or in a related field, or has formal proof of mastery in a trade that he or she is assigned to teach.

14 3. Except as specified under subd. 4., the individual receiving the permit receives 6 credits of training or the
15 equivalent each school year that he or she is employed in a charter school. These credits shall be part of an
16 approved license program in the assigned teaching area.

17 4. An individual who holds a terminal degree in his or her field and who is a full-time employe of an
18 approved teacher preparation institution in Wisconsin or an individual who has formal proof of mastery in a trade
19 and who is a full-time employe of a Wisconsin technical college district board is exempt from the requirement under
20 subd. 3.

21 5. A permit holder's practice shall be coordinated, directed, and inspected by a person who is licensed by
22 the department to teach the subject or trade that the permit holder is teaching.

23 (b) An individual may renew a permit under this paragraph if he or she meets the requirements under par.

24 (a).

25 (3) EDUCATIONAL INTERPRETER - DEAF OR HARD OF HEARING LICENSE. (a) Any person
26 employed by a school system to interpret for pupils who are deaf or hard of hearing as part of that pupil's special
27 education program shall hold a license under this subsection. Except as specified in par. (b) and subs. (4) to (6), an
28 applicant for an educational interpreter for pupils who are deaf or hard of hearing license shall complete or possess
29 all of the following:

30 1. Evidence of coursework proficiency in the following content that equates to at least a minor at the
31 professional educator level, including all of the following:

32 a. Public speaking skills.

33 b. Written English communication.

- 1 c. Child and adolescent development.
- 2 d. Psychological, social, and cultural aspects of people who are deaf or hard
- 3 of hearing.
- 4 e. Orientation to deafness, which shall include terminology, related to hearing loss, pathological
- 5 perspectives, educational programs, and cultural perspectives of people who are deaf.
- 6 f. Language development in children who are deaf or hard of hearing.
- 7 g. Competence in special education.
- 8 h. Theories of the various forms of visual communication used while interpreting, such as American Sign
- 9 Language, manually coded English and oral interpreting.
- 10 i. Issues in educational settings such as theory, role and function, instructional support services, note-
- 11 taking and classroom management in the prekindergarten through grade 12 setting.
- 12 j. Ethical and professional practices.
- 13 2. A practicum of at least 150 hours in the early childhood through adolescence level, 2 semesters of
- 14 successful experience for at least 50% time as an educational interpreter or certification from the national registry
- 15 of interpreters for the deaf.
- 16 3. Competence in oral interpreting which is the process of delivering a spoken message in a manner that is
- 17 most visible via speechreading, or certification from the national registry of interpreters for the deaf as an oral
- 18 interpreter. In this paragraph, "speechreading" means the practice of communicating using a combination of lip-
- 19 reading, residual hearing, natural gestures and context clues.
- 20 4. a. Except as specified under subpar b., the applicant shall have demonstrated competence in the area of
- 21 interpreting for individuals who are deaf or hard of hearing which includes the following: Skill development in the
- 22 use of American sign language and expressive interpreting which is the process of changing spoken English into
- 23 American sign language, skill development in the use of signed forms of English and expressive transliterating
- 24 which is the process of changing spoken English into a signed form of English, and skill development in
- 25 understanding messages delivered in sign language and in sign to voice which is the process of changing a signed
- 26 text into spoken English.
- 27 b. Applicants holding a valid department of health and social services quality assurance verification under
- 28 ch. HSS 267 shall provide the department with evidence of such verification which the department shall apply as 6
- 29 semester credits to be divided equally among the competency requirements of subpar. a.
- 30 (b) Interpreters holding certification from the national registry of interpreters for the deaf, including the
- 31 comprehensive skills certificate, interpretation certificate, transliteration certificate, certificate of interpretation,
- 32 certificate of transliteration, or reverse skills certification, may be issued a license under this section if 6 semester

1 credits of coursework selected from one or more of the requirements under par. (a) 1. c., f., g. or i have been
2 completed.

3 (4) EDUCATIONAL INTERPRETER - DEAF OR HARD OF HEARING TWO YEAR LICENSE. (a)

4 A two-year educational interpreter - deaf or hard of hearing license may be issued to an applicant who meets the
5 requirements under sub. (3) (a) 4. a. but lacks requirements under sub. (3) (a) 1., 2., or 3.

6 (b) A two-year license may be issued to an applicant who meets the requirements under sub. (3) (b) but
7 lacks the specified credits.

8 (c) A two-year license under this subsection may be renewed, if between the date of issuance and the
9 proposed renewal date, the applicant has made satisfactory progress toward removal of the deficiencies under sub.
10 (3) (a) 1., 2., or 3., or the credit deficiencies under sub. (3) (b).

11 (5) EDUCATIONAL INTERPRETER - DEAF OR HARD OF HEARING SUBSTITUTE LICENSE. A

12 substitute educational interpreter - deaf or hard of hearing license may be issued for a period of 5 years to an
13 applicant who meets one of the following:

14 (a) Holds or is eligible to hold an educational interpreter license.

15 (b) Holds the equivalent license in another state.

16 (c) Is at least 18 years of age, holds a valid certificate from the national registry of interpreters for the deaf
17 or department of health and social services quality assurance verification under ch. HSS 267 or the equivalent.

18 (d) Proof of completion of an interpreter training program.

19 (6) EDUCATIONAL INTERPRETER - DEAF OR HARD OF HEARING ONE YEAR PERMIT. (a) A

20 one-year educational interpreter - deaf or hard of hearing permit which authorizes the holder to be employed as an
21 educational interpreter may be issued to a person who seeks a license as an educational interpreter for pupils who
22 are deaf or hard of hearing but does not meet the license requirements for an educational interpreter. A permit
23 issued under this subsection is valid for a period not to exceed one year and expires on June 30, unless an earlier
24 expiration is stated on the permit. The district administrator or designated official of the employing school district
25 shall request a permit in writing with full explanation and justification of the need. The request shall state that a
26 search was conducted for a fully licensed educational interpreter for pupils who are deaf or hard of hearing and that
27 a fully licensed educational interpreter is not available.

28 (b) The district administrator or designated official of the employing school district may request that a
29 permit be renewed. The permit may be renewed if, between the date of issuance and the proposed renewal date, the
30 applicant satisfactorily makes progress toward meeting the licensing requirements under sub. (3).

31 (7) INDIAN HOME SCHOOL COORDINATOR, LANGUAGE AND CULTURE AIDE LICENSE.

32 (a) A license to serve as an aide or home-school coordinator in an American Indian language and culture
33 education program shall be issued as specified under s. 115.28 (17) (b), Stats., to an applicant who is recommended

1 as competent to serve in the position by the employing school district administrator or the employing administrator
2 of an alternative school and by the designee of the tribal council or by the designee of the local American Indian
3 parent advisory committee described under s. 115.735, Stats.

4 (b) The designee of the tribal council or the local American Indian parent advisory committee shall be
5 competent in the target Indian language and knowledgeable about the history and culture of the target Indian
6 population.

7 (c) A license to serve as an aide in an American Indian language and culture program is not mandatory.

8 (8) INDIAN LANGUAGE, HISTORY AND CULTURE LICENSE. (a) 1. A license to teach Indian
9 language or to teach Indian history and culture in an American Indian language and culture education program may
10 be issued as specified under s. 115.28 (17) (a), Stats., to an applicant who holds or is eligible for a teaching license
11 and who is recommended by the employing school district administrator or the employing administrator of an
12 alternative school and by the designee of the tribal council or by the designee of the local American Indian parent
13 advisory committee described under s. 115.735, Stats., as possessing the following competencies and who provides
14 the department with evidence of possessing the following competencies:

15 a. To teach Indian language, the applicant shall demonstrate the ability to read, speak, write English and
16 the target Indian language with fluency and accuracy and the ability to teach the target Indian language.

17 b. To teach Indian history and culture, the applicant shall demonstrate knowledge and understanding of the
18 history and culture of the target pupil population and the ability to teach the history and culture of the target pupil
19 population.

20 2. The designee of the tribal council or of the local American Indian parent advisory committee shall be
21 competent in the target Indian language and knowledgeable about the history and culture of the target Indian
22 population.

23 (b) 1. A 2-year license to teach Indian language or to teach Indian history and culture in an American
24 Indian language and culture education program may be issued as specified under s. 115.28 (17) (a), Stats., to an
25 applicant who does not meet the requirements of par. (a) 1. who is recommended by the employing school district
26 administrator or the employing administrator of an alternative school and by the designee of the tribal council or by
27 the designee of the local American Indian parent advisory committee as possessing the following competencies and
28 who provides the department with evidence of possessing the following competencies:

29 a. To teach Indian language, the applicant shall demonstrate his or her ability to read, speak and write
30 English and the target Indian language with fluency and accuracy and the ability to teach the target Indian
31 language.

1 b. To teach Indian history and culture, the applicant shall demonstrate knowledge and understanding of the
2 history and culture of the target pupil population, and the ability to teach the history and culture of the target pupil
3 population.

4 2. The designee of the tribal council or of the local American Indian parent advisory committee shall be
5 competent in the target Indian language and knowledgeable about the history and culture of the target Indian
6 population.

7 (c) 1. Upon verification of 2 years of successful teaching experience under par. (b) by the employing school
8 or alternative school and by the designee of the tribal council or by the designee of the local American Indian parent
9 advisory committee as possessing the following competencies:

10 a. To teach Indian language, the applicant shall demonstrate the ability to plan and organize instructional
11 materials, units, and lessons designed to instruct pupils in the use of the target Indian language; the ability to
12 analyze the sound systems, grammatical forms, and syntax of the target Indian language and English and to apply
13 that knowledge to the process of teaching the target Indian language; the ability to develop drills and exercises that
14 develop pupil awareness of the structure of both the target Indian language and English; the ability to guide pupils
15 toward informal conversation in the target Indian language; knowledge of the principles and theories of child, young
16 adolescent, or adolescent growth and development, as appropriate to the level or levels of licensure, and the
17 relationship of that knowledge to teaching the target Indian language.

18 b. To teach Indian history and culture, the applicant shall demonstrate the ability to plan and organize
19 instructional materials, units, and lessons designed to instruct pupils in the history and cultural traditions of the
20 target Indian population; the ability to classify the principal ways in which the target Indian culture resembles and
21 differs from that of the non-Indian culture of the United States; the ability to draw from personal experience in
22 order to create a variety of learning situations which bring the reality of the target Indian culture closer to the pupil;
23 the ability to devise teaching methods appropriate to the culture of the target Indian population; the ability to
24 develop, encourage, and promote pupil participation in activities and events which reflect the contemporary ways of
25 life of the target Indian culture; knowledge of the principles and theories of child, young adolescent, or adolescent
26 growth and development, as appropriate to the level or levels of licensure, and the relationship of that knowledge to
27 teaching the target Indian history and culture.

28 2. The designee of the tribal council or of the local American Indian parent advisory committee shall be
29 competent in the target Indian language and knowledgeable about the history and culture of the target Indian
30 population.

31 (9) INDIAN LANGUAGE AND CULTURE - SCHOOL COUNSELOR LICENSE. A license to serve as
32 a school counselor in an American Indian language and culture program may be issued under s. 115.28 (17) (b),
33 Stats., to an applicant who holds or is eligible for a license as a counselor and who is recommended by the

1 employing school district administrator or the employing administrator of an alternative school and by the designee
2 of the tribal council or by the designee of the local American Indian parent advisory committee and who provides
3 the department with evidence of possessing knowledge and understanding of the culture and traditions of the target
4 pupil population.

5 (10) **ORIENTATION AND MOBILITY LICENSE.** A license in orientation and mobility at the early
6 childhood through adolescence level shall be issued to an applicant who has completed all of the following:

7 (a) Demonstrated knowledge and understanding of all of the following:

- 8 1. Child or adolescent psychology.
- 9 2. Measurement and evaluation.
- 10 3. Psychology of education or educational psychology.
- 11 4. Curriculum and methods of instruction.

12 (b) An orientation and mobility program approved by the American association of workers for the blind
13 and the association for education of the visually impaired.

14 (11) **PROFESSIONAL TEACHING PERMITS.** (a) A permit, which authorizes the holder to teach
15 mathematics, science, music, art, foreign language or computer science may be issued to a person who meets all of
16 the qualifications under this subdivision. The initial permit shall be issued for a 2-year period and may be renewed
17 for a 5-year period as specified under pars. (f) and (g).

18 (b) An applicant who holds a bachelor's degree in engineering, music, art, foreign language, computer
19 science, mathematics or science and meets the requirements under s. 118.192 (2), Stats., may be issued a permit to
20 teach in the subject area corresponding to the applicant's degree. Under this subdivision, a certificate issued by the
21 American sign language teachers association, which verifies teacher competency in instructing American sign
22 language, shall be considered the equivalent of a bachelor's degree. A person holding a certificate issued by the
23 American sign language teachers association may be issued a permit to teach the content in s. 118.017 (2), Stats. A
24 person holding a bachelor's degree in engineering may be issued a permit to teach the subject areas of mathematics,
25 science, or technology education. An applicant for a permit under this subdivision is subject to a background
26 investigation required under s. 118.19 (10), Stats. To receive a permit under this subdivision, an applicant shall
27 satisfactorily complete an alternative teacher training program consisting of approximately 100 hours of formal
28 instruction in the application of modern curricula in the subject area in which he or she holds a degree. A fee
29 sufficient to cover the costs of the program may be charged to applicants.

30 (c) Successful completion of the 100-hour alternative teacher training program under par. (b) shall be
31 measured by receiving a passing score on a standardized examination as determined by the state superintendent in
32 the major that certifies the applicant's competency to teach in the subject area in which he or she will receive a
33 permit as specified under s. PI 3.15 (3) (a).

1 (d) Upon satisfactory completion of the alternative teacher training program under par. (c), an initial 2-
2 year permit shall be issued which authorizes the holder to teach the subject area in which he or she holds a permit.
3 The initial 2-year permit holder shall be supervised by a teacher who holds a regular Wisconsin license. In this
4 subparagraph, "supervised" means the licensed teacher is available to coordinate, direct, and inspect the practice of
5 the person holding the initial permit. An initial permit holder may not be hired to remove a regularly licensed
6 teacher from his or her position.

7 (e) The state superintendent may contract with qualified providers for the 100-hour alternative teacher
8 training program under par. (b).

9 (f) An initial permit issued under this subdivision may be renewed for 5 year periods upon successful
10 completion of the 2-year permit period. Successful completion of the 2-year initial permit period under this
11 subparagraph shall be measured by positive testimony from the supervising teacher and building administrator that
12 the initial permit holder has achieved basic competence in the commonly accepted standards of teaching under s. PI
13 3.02. Successful completion of the initial 2-year permit period may be interpreted as equivalent to the requirements
14 under s. 118.19 (3) (a), Stats.

15 (g) The requirements in s. PI 3.18 (2) apply to subsequent renewals of the permit.

16 (12) SCHOOL AUDIOLOGIST LICENSE. (a) Any person employed by a public school as a school
17 audiologist shall hold a license under this subsection. Except as specified in sub. (b), an applicant for the school
18 audiologist license shall complete or possess all of the following:

- 19 1. Competence in the standards listed in subchapter II.
- 20 2. Educational psychology including principles and theories of learning.
- 21 3. Methods and procedures in school audiology programs including the relationship with, and content of
22 school pupil service programs. This requirement may be met by prior experience upon the recommendation of the
23 accredited institution.
- 24 4. Alternative communication systems including signed language systems, their implications for the social,
25 emotional and educational development of children, and methods for effective communication with children who use
26 them.
- 27 5. At least 50 hours of a supervised practicum providing audiology services in a school setting, or
28 equivalent experience while employed as a school audiologist by a public or private school or school district.
- 29 6. A master's degree in audiology from an institution accredited by the educational standards board of the
30 American speech-language-hearing association.

31 (b) A person who holds a master's degree in audiology from any accredited institution and who has been
32 successfully employed by a school or school district as a school audiologist prior to July 1, 1994, on a full-time
33 basis for 2 semesters, or the equivalent, may be issued a license under this subsection.

1 (c) A person who meets the requirement under par. (a) 6., may be issued a permit.

2 (13) SCHOOL AUDIOLOGIST PERMIT. (a) A one-year school audiologist permit which authorizes the
3 holder to be employed as a school audiologist may be issued to a person who has a master's degree in audiology
4 from any accredited institution and who has been successfully employed by a school or a school district as a school
5 audiologist prior to July 1, 1994, on a full-time basis for two semesters, or the equivalent and who seeks a license
6 as a school audiologist but does not meet all the license requirements under sub. (12). A permit issued under this
7 subsection is valid for a period not to exceed one year and expires on June 30, unless an earlier expiration is stated
8 in the permit.

9 (b) The district administrator or designated official of the employing school district shall request a permit in
10 writing with full explanation and justification of the need. The request shall state that a search was conducted for a
11 fully licensed school audiologist and that a fully licensed audiologist is not available.

12 (c) The district administrator or designated official of the employing school district may request that a
13 permit be renewed. This permit may be renewed if, between the date of issuance and the proposed renewal date, the
14 applicant makes satisfactory progress towards completion of the requirements for the school audiologist license.

15 (14) SCHOOL OCCUPATIONAL THERAPIST LICENSE. Any person employed by a school system as
16 a school occupational therapist shall hold a license under this subsection. A license as a school occupational
17 therapist may be issued to an applicant who is certified as an occupational therapist by the department of regulation
18 and licensing, medical examining board.

19 (15) SCHOOL OCCUPATIONAL THERAPY ASSISTANT LICENSE. Any person employed by a
20 school district as a school occupational therapy assistant shall hold under this subsection. A license as a school
21 occupational therapy assistant may be issued to an applicant who is certified as an occupational therapy assistant
22 by the department of regulation and licensing, medical examining board.

23 (16) SCHOOL PHYSICAL THERAPIST LICENSE. Any person employed by a school district as a
24 school physical therapist shall hold a license under this subsection. A license as a school physical therapist may be
25 issued to an applicant who is licensed as a physical therapist by the department of regulation and licensing, medical
26 examining board.

27 (17) SCHOOL PHYSICAL THERAPIST ASSISTANT LICENSE. Any person employed by a school
28 district as a school physical therapist assistant shall hold a license under this subsection. A license as a school
29 physical therapist assistant may be issued to an applicant who has graduated from a physical therapist assistant
30 associate degree program accredited by the American physical therapy association.

31 (18) SPECIAL EDUCATION PROGRAM AIDE LICENSE. Any person employed by a school district
32 as a special education program aide license shall hold a license under this subsection. A license as a special
33 education program aide may be issued to an applicant who is at least 18 years of age and is recommended by the

1 district administrator of the employing school district, the administrator of a CESA or his or her designated official
2 to receive a license under this section.

3 (19) **SPEECH AND LANGUAGE PATHOLOGY ASSISTANT LICENSE.** Any person employed by a
4 school district as a speech and language pathology assistant shall hold a license under this subsection. as follows:

5 (a) A license as a speech and language pathology assistant may be issued to an applicant who has
6 completed one of the following:

- 7 1. A bachelors degree with a major in communicative disorders from an accredited college or university.
- 8 2. A 2-year associate degree for speech and language pathology assistants from an accredited 2-year
9 college.

10 (b) A 5-year nonrenewable license may be issued to an individual who is employed through the
11 paraeducator pilot project. Completion of either (a) 1. or (a) 2. is required for continued licensing.

12

13 SUBCHAPTER XII - LICENSE REVOCATION

14 **PI 3.35 License revocation, reinstatement and denial. (1) DEFINITIONS.** In this section:

15 (a) "Applicant" means any person who applies for a license, permit or other certificate from the
16 Department.

17 (b) "Hearing examiner" means the person designated to preside over the hearing, make findings of fact,
18 conclusions of law and issue a proposed decision and order.

19 (c) "Immoral conduct" means conduct or behavior which is contrary to commonly accepted moral or ethical
20 standards and endangers the health, welfare, safety or education of any pupil.

21 (d) "Incompetency" means a pattern of inadequate performance of duties or the lack of ability, legal
22 qualifications or fitness to discharge required duties, and which endangers the health, welfare, safety or education of
23 any pupil.

24 (e) "License" means any license or permit issued under this chapter.

25 (f) "License denial hearing" means a class 1 proceeding as defined in s. 227.01(3)(a) Stats., in which an
26 applicant may appeal the department's denial of an application for a license.

27 (g) "Licensee" means a person holding a license, permit or other certificate, or having the right to renew a
28 license, permit or other certificate by the department.

29 (h) "Notice" means the notice of probable cause and intent to revoke a license.

30 (i) "Reinstatement" means restoring the rights, privileges and authority previously revoked.

31 (j) "Restrict" means to impose conditions and requirements upon the holder of the license or permit, and to
32 limit the scope of the holder's practice.

1 (k) "Suspend" means to completely and absolutely withdraw and withhold for a period of time all rights,
2 privileges and authority previously conferred by the license or permit.

3 (L) "To revoke" means to terminate a license, permit or other certificate and all rights, privileges and
4 authority previously conferred and associated with the license, including the right to renew the license.

5 (2) STANDARDS FOR REVOCATION. (a) The state superintendent may revoke any license issued by
6 the department for incompetency or immoral conduct on the part of the licensee. In making a decision to revoke a
7 license, the state superintendent shall adhere to the following standards:

8 1. A license may be revoked for immoral conduct if the department establishes by a preponderance of the
9 evidence that the person engaged in immoral conduct that endangers the health, welfare, safety or education of any
10 pupil.

11 2. A license may be revoked for incompetency if the department establishes by a preponderance of the
12 evidence that the incompetency endangers the health, welfare, safety or education of any pupil.

13 (b) The state superintendent shall revoke any license as provided in s. 115.31 (6m), Stats.

14 (c) The state superintendent shall restrict or suspend any license as provided in s. 115.315, Stats.

15 (d) The state superintendent shall revoke any license as provided in s. 115.31 (2g), Stats.

16 (3) COMPLAINT, INVESTIGATION AND PROBABLE CAUSE. (a) *Complaint.*

17 1. The state superintendent shall, at his or her initiative or upon receipt of a written complaint, make
18 inquiries necessary to determine whether to conduct an investigation which may lead to license or permit
19 revocation.

20 2. The state superintendent shall acknowledge, in writing, any written complaint and notify the
21 complainant whether an investigation is being conducted which may result in the subsequent revocation of a
22 person's license.

23 (b) *Investigation.* 1. If the state superintendent determines that an investigation should be conducted, the
24 state superintendent shall appoint a person to serve as the investigator and shall notify the licensee that an
25 investigation is proceeding and of the nature of the complaint or allegation. The licensee shall have an opportunity
26 to respond to the investigator regarding the complaint or allegation.

27 2. Except as provided in s. 115.31 (6) (b), Stats., as authorized in ss. 19.35(1) and 19.85 (1) (b), Stats.,
28 during the course of the investigation the state superintendent, the investigator and any department employe
29 involved in the investigation shall maintain as confidential all files, communications and other information
30 pertaining to the investigation.

31 (c) *Probable cause.* 1. If, based upon the investigation, the state superintendent finds no probable cause
32 for license revocation, the state superintendent shall promptly notify the licensee and the complainant that the
33 investigation is concluded and that there is no probable cause for license revocation.

1 2. If, based upon the investigation, the state superintendent finds probable cause for license revocation, the
2 state superintendent shall promptly issue the notice informing the licensee of the specific charges, of the licensee's
3 right to request a hearing, and of the state superintendent's intent to revoke the license. The state superintendent
4 shall notify the complainant and the school board or other public or private educational agency employing the
5 licensee in a licensed capacity of the finding of probable cause and of the specific charges.

6 3. The state superintendent shall notify the licensee that within 30 days following service of the notice, the
7 licensee may request a hearing on the revocation. The notice shall inform the licensee that if a hearing is not
8 requested within the 30 day period, the licensee's license shall be revoked without a hearing. Notice of the probable
9 cause and intent to revoke may be served by mailing a copy to the last known address or by any other procedure
10 described in s. 801.14 (2), Stats. Service by mail is complete upon mailing.

11 4. Upon receipt of the licensee's written request for a hearing, the state superintendent shall schedule a
12 hearing not later than 90 days after receipt of the licensee's request and shall provide the licensee with at least 20
13 days written notice of the hearing date. The hearing shall be conducted as a class 2 proceeding under chapter 227,
14 subchapter III, Stats.

15 5. The notice of the date of the hearing may be served by mailing a copy to the licensee at the last known
16 address or by any procedure described in s. 801.14 (2), Stats. Service by mail is complete upon mailing.

17 (4) ANSWER AND DISCOVERY. (a) *Answer.*

18 1. If the licensee has requested a hearing on the revocation of his or her license, the licensee shall file an
19 answer with the Department within 10 days following the licensee's written request for a hearing.

20 2. The licensee's answer shall state in short and plain terms the defenses to each cause for revocation
21 asserted and shall admit or deny each allegation upon which the notice relies. If the licensee is without knowledge
22 or information sufficient to form a belief as to the truth of an allegation, the licensee shall so state and this will have
23 the effect of a denial. The licensee shall make denials as specific denials of designated allegations or paragraphs,
24 but if the licensee intends in good faith to deny only a part of an allegation, the licensee shall specify so much of it
25 as true and material and shall deny only the remainder.

26 3. The licensee shall set forth affirmatively in the answer any matter constituting an affirmative defense.

27 4. Specific allegations in the notice of probable cause and intent to revoke a license are admitted when not
28 specifically denied in the answer.

29 (b) *Discovery.* The department and the licensee may, prior to the date set for the hearing, obtain discovery
30 by use of methods described in chapter 804, Stats., for the purposes set forth therein. Protective orders, including
31 orders to terminate or limit examinations, deadlines within which discovery shall occur, orders compelling
32 discovery, sanctions provided in s. 804.12, Stats., or other remedies as are appropriate for failure to comply with
33 such orders may be made by the hearing examiner.

1 (5) CONDUCT OF HEARINGS. (a) *Hearing examiners.*

2 1. License revocation, license reinstatement and license denial hearings shall be presided over by a hearing
3 examiner appointed by the department.

4 2. A hearing examiner presiding over a hearing has the authority described in s. 227.46 (1), Stats.

5 (b) *Procedure.* The department and the licensee shall have the right to appear in person or with counsel, to
6 call, examine and cross-examine witnesses and introduce evidence into the record.

7 (c) *Record.* 1. A stenographer, electronic or other record shall be made of all hearings in which testimony
8 of witnesses is offered as evidence.

9 2. Upon filing a written request with the department, any person may obtain a written transcript of any
10 disciplinary hearing and shall be charged a reasonable compensatory fee. A person who requests a written
11 transcript for the purposes of appeal and who demonstrates indigence to the satisfaction of the department may be
12 provided with a copy of the transcript at no expense.

13 (d) *Motions.* All motions, except those made at a hearing, shall be in writing filed with the hearing
14 examiner and a copy served upon the opposing party not later than 10 days before the time specified for hearing the
15 motion.

16 (e) *Adjournments.* The hearing examiner may, for good cause, grant continuances, adjournments and
17 extensions of time.

18 (f) *Subpoenas.* Subpoenas for the attendance of any witness at a hearing in the proceeding may be issued
19 in accordance with s. 885.07 (5), Stats. Service shall be made in the manner provided in s. 805.07 (5), Stats. A
20 subpoena may command the person to whom it is directed to produce the books, papers, documents or tangible
21 things designated therein.

22 (g) *Briefs.* The hearing examiner may require the filing of briefs.

23 (h) *Settlements.* All stipulations or settlement agreements disposing of any investigation may not be
24 effective or binding in any respect until reduced to writing, signed by the licensee and approved by the state
25 superintendent.

26 (i) *Default.* If the licensee fails to answer as required in s. PI 3.35 (4) (a) 1. or fails to appear at the license
27 revocation hearing at the time affixed therefor, the licensee is in default and the department may make findings and
28 enter an order without hearing on the basis of the notice of probable cause and intent to revoke licenses and other
29 evidence. The department may, only upon showing good cause, relieve the licensee from the effect of such findings
30 and permit the licensee to answer and defend the notice of probable cause.

31 (j) *Proposed decision.* 1. The hearing examiner shall prepare a proposed decision and opinion, as well as
32 findings of fact and conclusions of law in a form that may be adopted as the final decision and order in the case
33 within 60 days of the close of the hearing record.

1 2. The proposed decision shall be served by the hearing examiner on all parties with a notice providing
2 each party an opportunity to file objections and written argument with respect to objections. Any party may file
3 objections and arguments to the proposed decision within 10 days of the date of the proposed decision.

4 (k) *Final decision.* The state superintendent shall issue a final decision under s. 227.47, Stats., within 60
5 days of receipt of the hearing examiner's proposed decision.

6 (l) *Witness fees.* Witnesses subpoenaed at the request of the hearing examiner or the department shall be
7 entitled to compensation from the state for attendance and travel as provided in chapter 885, Stats.

8 (6) **REQUEST AND HEARING FOR REINSTATEMENT.** (a) Upon written request from a person
9 whose license has been revoked, the state superintendent shall conduct a hearing to consider the reinstatement of the
10 license. The hearings shall be conducted as a class 1 proceeding under chapter 227, subch. III, Stats.

11 (b) A license may be reinstated if the person whose license has been revoked establishes by a
12 preponderance of the evidence that the cause of the revocation no longer exists and that reinstating the license will
13 not endanger the health, welfare, safety or education of pupils. However, a license previously revoked based on a
14 criminal conviction of any Class A, B, C or D felony under chapters 940 or 948, Stats., occurring on or after
15 September 12, 1991, except for a violation of ss. 940.08 or 940.025, Stats., may only be reinstated if both of the
16 following apply:

17 1. Six years following the date of the conviction have elapsed.

18 2. The licensee establishes by clear and convincing evidence that the cause of the revocation no longer
19 exists and that reinstating the license will not endanger the health, welfare, safety or education of pupils.

20 (c) The state superintendent may deny an application or revoke the license of a person whose license had
21 been revoked in another state, without a hearing, if the licensee has been convicted in the other state of a felony that
22 is substantially similar to felonies enumerated in s. 115.31 (2g), Stats.

23 (7) **STANDARDS FOR DENIAL OF LICENSE.** (a) The state superintendent shall deny, refuse to renew
24 or refuse to revalidate a license as provided in s. 118.19 (1m) (a) and (b) and s. 118.19 (1r) (a) and (b), Stats.

25 (b) The state superintendent may deny, refuse to renew or refuse to revalidate a license to a person who
26 has engaged in immoral conduct or incompetence.

27 (c) The state superintendent shall deny a license to a person who has not met the requirements for licensure
28 as provided in this chapter and s. 118.19, Stats.

29 (d) The state superintendent shall deny a license to a person as provided in s. 118.19 (4), Stats.

30 (e) The state superintendent may deny or refuse to renew a license to a person who has provided a false,
31 inaccurate or incomplete application.

1 (f) The state superintendent may deny licensure to a person whose license has been revoked in another state
2 and shall deny licensure to a person who has a felony conviction from another state that is substantially similar to
3 those felonies enumerated in s. 115.31 (2g), Stats.

4 (8) PROCEDURES ON DENIAL OF LICENSE. (a) Denial. The state superintendent may deny, refuse
5 to renew, or refuse to revalidate licensure to any applicant by informing the applicant, in writing, of the decision.
6 The state superintendent shall inform the applicant that the applicant may request a hearing within 30 days after
7 receipt of the notice denying the licensure by serving the department a written request containing all of the
8 following:

- 9 1. The applicant's name and address.
- 10 2. The type of license for which the applicant has applied.
- 11 3. The reasons why the applicant requests a hearing.
- 12 4. The facts which the applicant intends to prove at the hearing.
- 13 5. A description of the mistake the applicant believes was made, if the applicant claims that the denial of
14 license is based on a mistake in fact or law.

15 (b) Procedure. 1. The state superintendent shall hold the license denial hearing and make a final decision
16 within 60 days after the receipt of the proposed decision.

17 2. The license denial hearing shall be conducted as a class 1 proceeding under s. 227.01 (3) (a), Stats.

18 3. Service of a notice of denial of licensure may be made by mail addressed to the applicant at the last
19 address filed in writing by the applicant. Service by mail is complete on the date of mailing.

20 4. If the applicant fails to appear at the license denial hearing the department shall dismiss the applicant's
21 request for a hearing.

22 5. All hearing procedures provided in sub. (5), except sub. (5) (i), shall apply to hearings under this
23 paragraph.

24 SECTION 2. Chapter PI 4 is repealed.

25 SECTION 3. INITIAL APPLICABILITY.

26 (1) The initial educator and professional educator license stages in subchapter V and new license levels and
27 categories in subchapter VII will be available July 1, 2004.

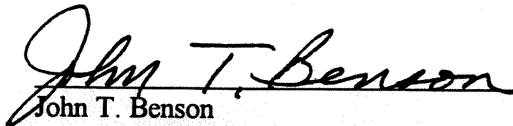
28 (2) The master educator license in subchapter V will be available July 1, 2004, except those individuals
29 who have successfully completed the national board of teaching standards examination. These individuals may
30 receive a master educator license effective July 1, 2000.

31 (3) The requirements under subchapters III and IV relating to programs offered at Wisconsin institutions
32 apply to students who complete professional education programs after August 31, 2004.

- 1 (4) The department will no longer be approving clock hour programs as an equivalent to credit for license
2 renewal as of July 1, 2004.

The proposed rules contained in this order shall take effect on the first day of the month commencing after the date of publication in the Wisconsin Administrative Register, as provided in s. 227.22(2)(intro.), Stats.

Dated this 12th day of February, 1999



John T. Benson
State Superintendent

FISCAL ESTIMATE

ORIGINAL UPDATED

DOA-2048 (R10/92)

CORRECTED SUPPLEMENTAL

LRB or Bill No./Adm. Rule No.
Chapter PI 3

Amendment No. If Applicable

Subject: Teacher Education Program Approval and Licenses

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation

- Increase Existing Appropriation Increase Existing Revenues
- Decrease Existing Appropriation Decrease Existing Revenues
- Create New Appropriation

Increase Costs-May be possible to Absorb

Within Agency's Budget Yes No

Decrease Costs

Local: No local government costs

- 1. Increase Costs
 Permissive Mandatory
- 2. Decrease Costs
 Permissive Mandatory

- 3. Increase Revenues
 Permissive Mandatory
- 4. Decrease Revenues
 Permissive Mandatory

5. Types of Local Governmental Units Affected:

- Towns Villages Cities
- Counties Others _____
- School Districts VTAE Districts

Fund Sources Affected

GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations

Assumptions Used in Arriving at Fiscal Estimate

Chapter PI 3 contains the requirements that an individual must meet to be licensed in Wisconsin. Chapter PI 4 contains the procedures and standards for approval of professional education programs leading to licensure. These two chapters will be combined into a new chapter PI 3, relating to teacher education program approval and licenses. Several of the provisions currently under chapters PI 3 and 4 will be incorporated into the new chapter PI 3. The proposed rules will provide for a new way of preparing and licensing teachers.

The modifications included in the proposed permanent rules most likely to result in a cost are listed on the attached pages.

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)

Department of Public Instruction
Lori Slauson (608) 267-9127

Authorized Signature/Telephone No.

Gina Frank-Reece
Gina Frank-Reece (608) 266-2804

Date

2-12-99

School District Costs:

Initial educator license.

1. The initial educator license is effective for up to 5 years and is issued to a first-time teacher. The license is not renewable. An individual holding an initial educator license must receive ongoing orientation from the employing school district. The orientation is developed and delivered by administrators, teachers, support staff and parents. The initial educator must also be provided with support seminars and a qualified mentor by the employing school district.

Costs associated with the school district providing ongoing orientation in cooperation with administrators, teachers, support staff and parents will vary from district to district. These costs are indeterminable.

Costs associated with the school district providing a qualified mentor would be approximately \$3,000,000 assuming the following:

- There will be approximately 3,000 initial educators each year.
- There will be one mentor per initial educator.
- The initial educators will receive 10 days of mentoring services.
- There will be a substitute teacher needed at \$100 per day to provide release time for the mentor to provide such services.

3,000 mentors X \$100 for substitutes X 10 days per year of mentoring services = \$3,000,000

NOTE: The department intends to request funds in future budget proposals to reimburse school districts for costs incurred while implementing these new mentoring procedures.

2. The initial educator must create professional development goals that demonstrate competence in the teacher, pupil services or administrator standards prescribed in the rule. The goals must be approved by a 3 person team consisting of:

- For classroom teachers, the team shall include a teacher of the same subject or at the same level who is not the mentor, an administrator and an institution representative.
- For pupil services educators, the team shall include a pupil services professional in the same license category who is not the mentor, an administrator and an institution representative.
- For administrators, the team shall include an administrator in the same license category who is not the mentor, the district administrator and an institution representative.

Costs associated with approving professional development goals by a 3 person team would be approximately \$40,000 assuming the following:

- There will be 3,000 initial educator plans to be reviewed.
- There will be 2 team members (A colleague and an administrator. Local districts will not be responsible for providing the institutional representative) to evaluate at least 15 plans per day.
- There will be 2 substitute teachers at \$200 a day needed to provide release time for the team members.

3,000 plans ÷ 15 plans reviewed per day X \$200 for substitutes = \$40,000

3. The initial educator must document completion of the goals included in the professional development plan. Such documentation may include a portfolio of evidence. Again, the 3-person team shall validate the completion of the professional development plan. If the plan is completed, the initial educator shall receive a professional educator license.

Costs associated with validating the completion of the professional development plan by a 3 person team would be the same as the costs described above for approving the professional development goals.

3,000 plans ÷ 15 plans reviewed per day X \$200 for substitutes = \$40,000

4. Appeals of the decisions made by the 3-person team regarding the initial educator's completion of the plan may be made to the professional standards council.

Costs associated with appeals are indeterminable. Because this is a new certification process, the number of appeals that will be made at this stage is unknown.

Professional educator license.

1. The professional educator license is a renewable license and is issued for 5 years. To renew a license, an individual must successfully complete a professional development plan that demonstrates competence in one or more teacher, pupil services or administrator standards prescribed in the rule. Successful completion of the plan must be documented by professional development activities such as college credits, workshops, seminars, etc. Successful completion of the plan shall be verified by a professional development team in the employing school district. Current license holders may use 6 credits in lieu of the plan to renew licenses. The team consists of:

- For classroom teachers, at least 3 classroom teachers selected by their peers.
- For pupil services professionals, at least 3 pupil services professionals selected by their peers.
- For administrators, at least 3 administrators selected by their peers.

Costs associated with professional educator license development approval and renewal by a 3 person team would be approximately \$370,000 assuming the following:

- There are approximately 21,500 license applications each year.
- Subtract 3,000 initial educators.
- There will be 3 team members evaluating at least 15 plans per day of the 18,500 total professional educator plans. The 18,500 is the maximum number of plans, assuming that all currently licensed teachers develop a professional development plan rather than take credits.
- There will be 3 substitute teachers at \$300 a day needed to provide release time for the team members.

18,500 plans for renewal ÷ 15 plans reviewed per day X \$300 for substitutes = \$370,000

2. Appeals of the decisions made by the professional development team may be made to the professional standards council.

Costs associated with appeals are indeterminable. Because this is a new certification process, the number of appeals that will be made at this stage is unknown.

Master educator license.

1. A master educator license is not required. An applicant for such a license must either 1) receive certification by the national board for professional teaching standards or 2) demonstrate competence in all of the teacher, pupil services or administrator standards prescribed in the rule. Competence in these standards shall be assessed by a team of 3 educators who have the same or similar job responsibilities and who have been trained by the department.

Any costs to school districts relating to an individual applying for a master educator license will be recovered from the applicant. Costs associated with receiving such a license include:

Option 1 - Receiving certification by the national board for professional teaching standards:

- Pay a \$2,000 fee to the national board for professional teaching standards to take the national certification exam.
- Pay a license processing fee to the state.

Option 2 - Demonstrating competence in all the state standards:

- Pay a \$120 - \$200 fee to the state which will be reimbursed to the district for the review of master educator application information by a 3 person team.
- Pay a license processing fee to the state.

2. To renew a master educator license, a person must either 1) demonstrate competence as prescribed by the national board for professional teaching standards or 2) demonstrate competence by completion of a modified assessment to be evaluated by a team of 3 educators who have the same or similar job responsibilities and who have been trained by the department.

Again, any costs to school districts relating to an individual applying for a master educator license will be recovered from the applicant. Costs associated with a master educator license renewal include:

Option 1 - Receiving certification by the national board for professional teaching standards:

- Pay a state license processing fee.
- Other costs are indeterminable since renewal requirements will be prescribed by the national board.

Option 2 - Demonstrating competence in all the state standards:

- Pay a \$120 - \$200 fee to the state which will be reimbursed to the district for the review of master educator application information by a 3 person team.
- Pay a license processing fee to the state.

3. Appeals of the decisions made by the professional development team may be made to the professional standards council.

Costs associated with appeals are indeterminable. Because this is a new certification process, the number of appeals that will be made at this stage is unknown.

State Costs:

Costs associated with the design, development, selection, and validation of tests to measure basic skills and content tests for preservice educators will be approximately \$250,000.

Costs associated with training teacher mentors and master educator license team members will be approximately \$612,000, assuming the following:

- There will be two days of training at each of the 12 CESAs.
- There will be 2 trainers receiving \$500 each.

12 sites X \$1,000 for two trainers = \$12,000.

- There will be, at a minimum, 3,000 mentors (who may also be members of the master educator license team) in the training program.
- There will be a \$100 stipend and \$100 for travel expenses for mentors.

3,000 mentors/trainers X \$200 = \$600,000

The professional standards council is created under s. 15.377, Stats., to advise the state superintendent on various issues relating to teacher licensing and teacher education programs. This newly created council will replace the State Superintendent's Advisory Council for Teacher Education and Licensure. As a result, the new committee is not expected to increase costs associated with operating the council unless it receives a large number of appeals relating to initial, professional or master educator license renewals.

Institution of Higher Education Costs:

These rules will have a fiscal effect on the University of Wisconsin System. A copy of the proposed rules has been submitted to the University of Wisconsin System with a request for a fiscal note.

The proposed rules may have a fiscal effect on private institutions of higher education offering teacher education programs.

Funds Available for Program Implementation:

Funds available to school districts to implement provisions under this rule and to individuals taking the national teacher test include:

- The peer review and mentoring grant. Under s. 115.405 (2), Stats., \$500,000 is available to CESAs or school districts to provide assistance and training for initial and professional educators.
- The national teacher certification grant. Under s. 115.42, Stats., \$2,000 is available to any person who is licensed and employed as a teacher, is a resident of this state, and is certified by the national board for professional teaching standards before July 1, 2000.

FISCAL ESTIMATE WORKSHEET

Detailed Estimate of Annual Fiscal Effect

ORIGINAL UPDATED

DOA-2047 (R10/92)

CORRECTED SUPPLEMENTAL

LRB or Bill No./Adm. Rule No. Chapter PI 3	Amendment No.
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Subject:
Teacher Education program Approval and Licenses

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):

\$250,000 for test validation

II. Annualized Costs:	Annualized Fiscal Impact on State Funds From:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$	\$ -
(FTE Position Changes)	(FTE)	(- FTE)
State Operations - Other Costs Test validation, Training	\$612,000	-
Local Assistance		-
Aids to Individuals or Organizations		-
TOTAL State Costs by Category	\$612,000	\$ -
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$612,000	\$ -
FED		-
PRO/PRS		-
SEG/SEG-S		-
III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)	Increased Rev.	Decreased Rev.
GPR Taxes	\$	\$ -
GPR Earned		-
FED		-
PRO/PRS		-
SEG/SEG-S		-
TOTAL State Revenues	\$	\$ -

NET ANNUALIZED FISCAL IMPACT

	<u>STATE</u>	<u>LOCAL</u>
NET CHANGE IN COSTS	\$ 612,000	\$ 3,450,000*
NET CHANGE IN REVENUES	\$	\$

Agency/Prepared by: (Name & Phone No.) Department of Public Instruction Lori Slauson (608) 267-9127	Authorized Signature/Telephone No. Gina Frank-Reece (608) 266-2804	Date 2-12-99
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*The department intends to request funds in future budget proposals to reimburse school districts for costs incurred while implementing these new mentoring procedures.